

From: [Fred Ryan](#)
To: achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) FW: concern about our police
Date: Wednesday, October 31, 2018 2:08:25 PM

This sums it up

-----Original Message-----

From: [REDACTED]
Sent: Tuesday, October 30, 2018 10:45 PM
To: fryan@town.arlington.ma.us
Subject: concern about our police

Dear Chief Ryan,

Over the last several years, as I've learned more about the toxic soup that permeates so many police departments, I've been comforted that at least the Arlington police department isn't like that.

This news about Lt. Pedrini is flat out terrifying. For him to have spoken that way *in writing* means that he assumed it would be well received, and he's been on the Arlington force for years. It's inconceivable that he's the only officer in Arlington who feels that way. After today, I am worried around police in a way I haven't been since I grew up on the North Shore in the 1970s and our police department had too much contact with the Angiulo family.

For the record, I am demographically about as safe from police violence as a person can be. I'm a middle aged, [REDACTED] home-owning, well-off, law-abiding white lady who gets along with her neighbors. And yet officer Pedrini's language of maggots and animals who must be put down has left me literally shaking.

This is a tough week for everyone, Chief Ryan. As well as all those demographic line items above, [REDACTED] I need my instincts to be that I *trust* the police officer who shows up to save my life. After reading Lt. Pedrini's 3 columns, I suspect if I see an officer in the next few days, I'll run in the opposite direction.

I fully believe that most officers are good officers. I also believe that sheltering and protecting officers who feel about the public like Lt. Pedrini does means none of us can trust the police. When the police have lost the trust of middle aged white ladies, it's not clear who's left who respects the force at all.

What is the department doing to discover who in the force holds views like this and either help them get retrained or move them into positions where they aren't a danger? I don't feel particularly Protected or Served when I know my police officers are randomly deciding who is for Protecting and who is a maggot who needs to be put down!

Thank you for your time,

Deborah Kaplan

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Cc: [Caryn Malloy](#); [Jim Feeney](#)
Subject: (Archive Copy) FW: Lt. Pedrini
Date: Wednesday, November 28, 2018 11:28:25 AM

FYI

From: Allison Jarmanning [mailto:allyjar@bu.edu]
Sent: Wednesday, November 28, 2018 9:35 AM
To: FRyan@town.arlington.ma.us; jfeeney@town.arlington.ma.us
Subject: Lt. Pedrini

Hi Chief Ryan,

Checking in to see if there's been any update on Lt. Rick Pedrini. Is he still on leave?
I'm looking forward to getting the records on him next week. Thank you!

-Ally

--
Ally Jarmanning
Digital Producer
WBUR | wbur.org

--
office: 617-353-0812
mobile: [617.827.0015](tel:617.827.0015)
[@allyjarmanning](https://www.instagram.com/allyjarmanning)

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) FW: restorative justice for Pedrini?
Date: Friday, November 09, 2018 9:40:44 AM

From: Lori Kenschaft [REDACTED]
Sent: Thursday, November 08, 2018 10:20 AM
To: Fred Ryan
Subject: restorative justice for Pedrini?

Dear Fred,

At last Sunday's about restorative justice approaches to community healing after lynchings, a member of the audience suggested using restorative justice in Lt. Pedrini's case. I've been thinking about his suggestion ever since.

I'm one of the people who feels like I've been personally harmed by Pedrini's columns. I want to believe that APD officers generally act in accord with the department's stated values, and Pedrini's language left me feeling shaken and wondering how much I could trust my local police. As you know, I have also talked personally and publicly with many people about the APD's good work. I am concerned that the viral videos of horrific incidents, combined with a growing awareness of the role of police in maintaining racial inequality over the last two centuries, is leading an increasing number of people to see police as agents of chaos and injustice -- and that leads nowhere good. I have praised the APD partly because I believe it deserves recognition, partly because I want other departments to do similar things, and partly because I think it is important, in our current political and cultural environment, to lift up images of police who really are trying to make everyone in our communities more safe. Various people have suggested that I am being duped by the APD -- that the APD may put forward a good public face, but I'm naive to think that officers' attitudes and actions behind the scenes aren't biased and ugly, or that police and other people working in the criminal legal system don't have to be the enemy. Pedrini's columns will make it more difficult for me to counter these arguments for years to come.

At this point, I don't see how the APD can both keep Pedrini on its staff and keep the trust of the community. That is a terrible position to be in.

Last Thursday, Captain Jim Curran talked about the situation briefly with the Citizens Police Academy class, before our bus left for the academy, and handed out your Command Philosophy document. He was clearly sad about the situation, which is quite understandable. He said several times that Pedrini is "a good guy." I suspect he thought this would be reassuring. I'm uncomfortable, however, any time people divide the world into "good guys" and "bad guys" (every individual is more complicated than that, but it's the language all the officers have used throughout the Citizens Police Academy). Under these circumstances, his emphasis that Pedrini is on the side of the angels was jarring and made me feel even more unsettled. He said a couple times that Pedrini is in a leadership position and has to be careful what he says in public -- does that mean that these sorts of words and ideas are OK in private? Don't get me wrong: I like and respect Captain Curran. But if the response of the APD is to circle the wagons around Pedrini, and care more about the impact on his personal career than on the public trust, that would make the damage to the public even worse.

And so I find myself wondering: What might restore trust for me and the other people who have been harmed by Pedrini's vile ideas and contempt-filled language? I wonder sometimes whether it is possible to un-do the damage done -- those words are out into the public now, and their ripple effects are already rippling. But if Josephine Bolling McCall is working for community healing after her father was lynched when she was five years old -- an immeasurably worse harm than any words -- surely I too should have faith that there's a path forward to a less-harmful resolution, if we look for it.

I am sure that you are grappling with these issues, and also that you are constrained by many rules and procedures. Some people might argue that restorative justice has no role when someone's career might be on the line -- but in many cases someone's freedom is on the line, and a criminal record can be career-ending too. At this point, Pedrini has branded himself as a bigot in the eyes of many people, and he may go through the rest of his life with that scarlet letter. But I wonder whether instead there might be a way to restore damaged trust, at least partially. Please let me know if you think I might be able to play a constructive role in that.

I hope you don't mind this long email, and I wish you well in managing this painful situation.

Best wishes,

Lori

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Cc: [Caryn Malloy](#)
Subject: (Archive Copy) FW: Richard Pedrini
Date: Friday, December 07, 2018 1:43:56 PM

FYI

From: Dan Glaun [mailto:dglaun@masslive.com]
Sent: Friday, December 07, 2018 1:40 PM
To: Fred Ryan
Subject: Re: Richard Pedrini

Thanks Fred, appreciate it.

From: Fred Ryan <FRyan@town.arlington.ma.us>
Date: Friday, December 7, 2018 at 1:40 PM
To: Dan Glaun <dglaun@masslive.com>
Subject: RE: Richard Pedrini

Dan – he remains on leave and the administrative internal investigation is ongoing.

Best,
Fred R.

From: Dan Glaun [mailto:dglaun@masslive.com]
Sent: Thursday, December 06, 2018 11:58 AM
To: fryan@town.arlington.ma.us
Subject: Richard Pedrini

Hi Chief Ryan,

Can you update me on the duty status of Rick Pedrini? Was there a formal internal affairs report conducted to determine if he violated any departmental regulations with his columns?

Thanks,

Dan Glaun
MassLive

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From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) FW: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan
Date: Tuesday, October 30, 2018 2:22:56 PM

From: john@jgpr.net [mailto:john@jgpr.net]
Sent: Tuesday, October 30, 2018 2:22 PM
To: fryan@town.arlington.ma.us
Subject: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

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Town of Arlington



Adam Chapdelaine,
Town Manager

112 Mystic Street
Arlington, MA 02474

Arlington Police
Department



Frederick Ryan, Chief
of Police

112 Mystic Street
Arlington, MA 02474

FOR IMMEDIATE RELEASE

Tuesday, Oct. 30, 2018

Media Contact: John Guilfoil
Phone: 617-993-0003
Email: john@jgpr.net

Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

ARLINGTON -- Town Manager Adam Chapdelaine and Police Chief Frederick Ryan wish to address the statements written in a police advocacy organization's newsletter by a member of the Arlington Police Department who is involved with that organization.

The statements were written by Richard Pedrini in his capacity as a leader in the independent, non-profit Massachusetts Police Association. Pedrini is also a lieutenant with the Arlington Police Department.

Pedrini has been relieved of duty and placed on paid administrative leave while the Town of Arlington and Arlington Police Department investigate this matter.

The town leaders release the following statements to the public:

Town Manager Chapdelaine

"I am deeply disturbed by the apparent disregard for human life and for the duty of a police officer shown by Richard Pedrini in the Massachusetts Police Association newsletter. These comments do not represent the mission and values of the Arlington Police Department or the Town of Arlington. The sentiment raised by these comments is disturbing. The Town is taking these comments very seriously, and we will thoroughly investigate this matter."

Police Chief Ryan

"The columns written by Mr. Pedrini in the Sentinel newsletter

directly contradict the values, morals and mission statement of the Arlington Police Department. Such remarks risk eroding the public trust that municipal police departments in Massachusetts have worked so hard to build in recent years. I disavow the remarks in the strongest possible terms, and this matter will be dealt with swiftly and certainly."

Pedrini, who has been employed by the Arlington Police Department since 1996.

###

A message from the Arlington Police Department

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Distributed By:
John Guilfoil Public Relations LLC
8 Prospect St.
Georgetown, MA 01833
617-993-0003



From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) FW: Writing in support of Sargeant Rick Pedrini
Date: Thursday, November 01, 2018 4:50:30 PM

FYI

From: Fred Ryan [mailto:FRyan@town.arlington.ma.us]
Sent: Thursday, November 01, 2018 2:27 PM
To: [REDACTED]
Subject: RE: Writing in support of Sargeant Rick Pedrini

Thank you, Rafael. I appreciate that you took the time to offer your perspective, it is very helpful. For many valid reasons, and as with most complex personnel issues, I'm afraid that you do not have all of the facts.

Our commitment to fair and impartial policing remains unwavering.

Thank you again,
Chief Fred Ryan

From: Rafael Baptista [REDACTED]
Sent: Thursday, November 01, 2018 12:38 PM
To: fryan@town.arlington.ma.us; achapdelaine@town.arlington.ma.us
Cc: rpedrini@town.arlington.ma.us
Subject: Writing in support of Sargeant Rick Pedrini

I live in Arlington on 35 Falmouth Road, and have owned a home here since 1995.

I heard about Sargeant Pedrini's comments in an article for a police organization.

I read the article. The article is clearly intended to be humorous, and the language is intentionally a little incendiary. The article is also very political. Political bias against Sgt. Pedrini has a lot to do with this manufactured outrage.

Nobody condones inappropriate police violence. But we also know that police must sometimes stop violent situations with an appropriate amount of force in return. My reading is that Sgt. Pedrini used some hyperbole to convey that police are forced to react to violent situations with violence. This false outrage is based on a distorted, out of context reading of the article. Nobody believes that Sgt. Pedrini actually advocates inappropriate police violence, and his long service in Arlington is evidence of that.

I've lived in Arlington since 1995, one year before Sgt. Pedrini started working in Arlington. I have been raising 5 children here. All that time the Arlington police department and Sgt. Pedrini have been working to keep my family and all of Arlington safe and indeed mostly free from violence.

I recall with gratitude that after the marathon bombing there were two violent terrorists on the loose, and the news was that they were headed north west, in the direction of Arlington. I was home with my children. We all knew that in addition to the bombing, they were armed, killed

one policeman, fired at others and hijacked a civilian car.

I am grateful that the Arlington Police department, including Sgt. Pedrini were out hunting for these dangerous terrorists.

I remember in 2014 two armed men, put the Arlington public in danger when they robbed the Leader bank. When they were confronted by the Arlington police, one of them drew a weapon and was shot. I'm grateful that the Arlington police put themselves at risk to protect the public. I'm grateful that, as unfortunate as it was, the Arlington police did the necessary thing and shot one of the robbers, something necessary to protect the public.

I remember that in 2015 two men were shot in Arlington, and two armed suspects were on the loose in Arlington. They were found on the bike path, where my son often walks home. I'm grateful that Arlington police put themselves in harms way to apprehend these violent criminals before they hurt anyone else.

I remember also in 2014 there was a drive-by shooting on Old Colony Road. This is just a few blocks from my house. I often jog right by there. I don't know how that got resolved, but I'm grateful that the police responded and investigated.

I remember a few years ago a brutal rape of a woman in East Arlington, where a man invaded a home and assaulted and raped a woman, and was keeping her captive. I'm grateful that the Arlington police responded to that, going into a potentially violent situation, and almost certainly prevented an even worse outcome for her.

None of us want the police to resort to violence to end a violent crime. But we know it is sometimes necessary.

Most of the attacks on Sgt. Pedrini are coming from out of town, by people who know nothing about Arlington, who don't live here, against a person who has been faithfully working for the peace and safety of our community for over 20 years.

I was disappointed in the statement by Chief Ryan. I don't think it is wrong for Chief Ryan to criticize Sgt. Pedrini's comments, or to say that the department will investigate. But it was wrong to not support Sgt. Pedrini and remind the public the of tremendous contribution that Sgt. Pedrini has been making to our town for years. As a manager of people you send into a sometimes dangerous job, our officers should have confidence that the chief will support them.

It was particularly disappointing since Chief Ryan is someone I hold in high regard.

Thank you both for all you do to make Arlington a great place to live. But lets also be fair to others who have served the town faithfully for years.

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Fwd: ICAT Training
Date: Friday, November 09, 2018 10:44:48 AM

Begin forwarded message:

From: "Julie Flaherty" <JFlaherty@town.arlington.ma.us>
Date: November 9, 2018 at 10:23:06 AM EST
To: "Fred Ryan" <FRyan@town.arlington.ma.us>
Cc: "Richard Flynn" <RFlynn@town.arlington.ma.us>
Subject: ICAT Training

Chief,

Following through with our discussions on the implementation of ICAT at APD, I've had several conversations with Tom Wilson who is the director of Applied Research and Management at PERF. Mr. Wilson is conducting an overview and training for our supervisors on Tuesday November 13 at APD. In our discussions, Mr. Wilson indicated that he teaches ICAT at Cambridge PD and will be there every Monday and Tuesday for the next several months training all members of Cambridge PD, MIT and Harvard University. He suggested that APD take part in the training at Cambridge PD as he thought it would be more cost effective for us among other reasons. On November 6, Mr. Wilson called and told me that he had read about Lt Rick Pedrini's articles on The Patch, and based on his statements regarding use of force and de-escalation, he would prefer to teach Arlington PD separately from other agencies. On Tuesday, I will discuss options going forward with Mr. Wilson for training all of APD.

Thank you.

Julie Flaherty
Captain
Arlington Police Department
781 316 3942

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Fwd: On the subject of Lt. Pedrini
Date: Monday, November 05, 2018 5:02:50 PM

Begin forwarded message:

From: Select Board Member Joseph Curro
<jcurro@town.arlington.ma.us>
Date: November 5, 2018 at 5:01:03 PM EST
To: Fred Ryan <FRyan@town.arlington.ma.us>, Selectman Joseph Curro
<jcurro@town.arlington.ma.us>
Subject: Re: On the subject of Lt. Pedrini

Thank you for sharing this, Chief.

This Command Philosophy is pretty unambiguous about the high expectations that I know you set for APD. In reading through it, I also found it to be very helpful and instructive as I think about how I approach my own day job. There is some pretty universal common sense here.

Much appreciated.

Joe

On Mon, Nov 5, 2018 at 9:38 AM Fred Ryan
<FRyan@town.arlington.ma.us> wrote:

Ryan – I echo Mr. Chapdelaine’s concerns. I have attached my police department “Command Philosophy” which has been issued every year for several years and I have pasted below is my internal communications to APD personnel. I share these materials with you in hopes that it illustrates how seriously we are taking this matter.

To all personnel:

You may have read the published writings of Lt. Richard Pedrini in the Massachusetts Police Association periodical. I write to all of the members of the Arlington Police Department to, in no uncertain terms, denounce the written opinions of Lt. Pedrini.

The Arlington Police Department's greatest asset in support of our mission is the trust of the residents and business people that we serve, and Lt. Pedrini's writings, regardless of their intent, have seriously compromised that trust.

Further, the concepts of procedural justice, restorative justice, and effectively addressing the stigma and dehumanization of people with mental health and/or opiate disorder are called into question in these published articles. Make no mistake, I stand firm in my commitment to serving all people, no exceptions, with the dignity and respect that they deserve, and my commitment to the delivery of fair and impartial police services is unwavering. As your Chief of Police, I am empowered to set such standards for the delivery of police services, and I expect all members to continue to align themselves accordingly.

While the consequences of these writings have no doubt set us back, I know that the great men and women of the APD will rise to the occasion and engage community members in positive dialogue as we work to overcome this setback. Please get out of your cruisers more frequently over the coming days and engage the community, have those difficult conversations, and reestablish legitimacy and trust in the community.

Thanks to all for understanding and please do not hesitate to contact me if you have any questions/concerns.

Chief Ryan

Thank you for writing to us and please do not hesitate to contact me if you have any further questions.

Best,

Fred Ryan

From: Adam Chapdelaine [mailto:ACHapdelaine@town.arlington.ma.us]

Sent: Monday, November 05, 2018 9:00 AM

To: [REDACTED]

Cc: JHurd@town.arlington.ma.us; JCurro@town.arlington.ma.us;

DDunn@town.arlington.ma.us; KGreeley@town.arlington.ma.us;
DMahon@town.arlington.ma.us; fryan@town.arlington.ma.us
Subject: Re: On the subject of Lt. Pedrini

Ryan,

Thank you for writing to me in regard to this matter. We are taking this issue very seriously, and as you may be aware, we have placed Mr. Pedrini on leave while we further investigate.

We need to allow for due process while also acknowledging the valid concerns of residents and visitors to Arlington.

I can assure you that Chief Ryan will continue to hold the department and its officers to the highest standard and will make it abundantly clear that Arlington's commitment to community policing remains firmly in place.

Best,

Adam W. Chapdelaine

Town Manager

Town of Arlington

730 Massachusetts Avenue

Arlington, MA 02476

[\(781\) 316-3010](tel:(781)316-3010)

From: "Ryan W. Cohen" [REDACTED]
To: achapdelaine@town.arlington.ma.us
Cc: JHurd@town.arlington.ma.us, JCurro@town.arlington.ma.us,
DDunn@town.arlington.ma.us, KGreeley@town.arlington.ma.us,
DMahon@town.arlington.ma.us, fryan@town.arlington.ma.us
Date: Sun, 4 Nov 2018 09:02:46 -0500
Subject: On the subject of Lt. Pedrini

Dear Mr. Chapdelaine and members of the Select Board,

I am writing to express my horror and outrage with the statements made by Lt. Rick Pedrini of the APD in the most recent issue of The Sentinel.

Lt. Pedrini's call to "forget about 'restraint'" and "meet violence with violence" is clear evidence that he is **not fit to serve** and that he is a **credible threat** to me, my family, and the people of our community. It would be intolerable for him to return to any kind of service in the police or, frankly, any city institution where he could jeopardize the safety or livelihood of our fellow citizens.

I understand that Lt. Pedrini's statements do not represent the views of the APD or the Town of Arlington. As such, I trust that you will take the appropriate actions to remove Lt. Pedrini as quickly as allowed by law.

Thank you for your time and your service.

Sincerely,

Ryan W. Cohen

Arlington, MA

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Fwd: PERF Daily Clips - November 1, 2018
Date: Thursday, November 01, 2018 8:05:14 AM

This goes out nationally. We made #3.

Begin forwarded message:

From: PERF Daily Clips <perf@memberclicks-mail.net>
Date: November 1, 2018 at 7:16:46 AM EDT
To: fryan@town.arlington.ma.us
Subject: PERF Daily Clips - November 1, 2018
Reply-To: perfclips@policeforum.org



PERF Daily Clips - November 1, 2018

Use the [PERF Clips Blog](#) to browse past Clips stories or research policing issues.

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SEXUAL OFFENSES

Portland Oregonian: [Oregon state police clear backlog of unprocessed sexual assault kits](#)

Three years after state police did an inventory and found 5,652 untested sexual assault kits languished untested in police evidence rooms across Oregon, its lab reported Wednesday that it has cleared the backlog by processing them for potential DNA evidence.

EMERGENCY COMMUNICATIONS

Associated Press: [Why is it so hard to text 911?](#)

People can livestream their every move on Facebook and chatter endlessly in group chats. But in most parts of the U.S., they still can't reach 911 by texting - an especially important service during mass shootings and other catastrophes when a phone call could place someone in danger. Although text-to-911 service is slowly expanding, the emphasis there is on "slow." Limited funds, piecemeal adoption and outdated call-center technology have all helped stymie growth.

OFFICER DISCIPLINE

MassLive.com: [Mass. Police Association executive Rick Pedrini relieved of duty after controversial columns](#)

The Arlington police lieutenant who is taking over as head of the Massachusetts Police Association has been relieved of duty and placed on paid administrative leave from his police department after writing columns railing against criminal justice reform and progressive policing practices.

USE OF FORCE

San Diego Union-Tribune: [San Diego police to adopt policy recommendations limiting use of controversial neck hold](#)

San Diego police Chief David Nisleit announced Tuesday that his department will tighten the rules for when officers can use the carotid restraint technique - a controversial neck hold used to subdue about 80 suspects per year in San Diego since 2013 - but will not ban it entirely.

The Guardian (UK): [Metropolitan police to raise funds through range of merchandise](#)

Scotland Yard is to lend its name to ranges of clothing, toys and tourist souvenirs as it seeks to fund its frontline policing after years of austerity under successive Conservative-led governments. The Metropolitan police service wants to follow the example set by forces in the US, such as the New York Police Department (NYPD), which has been selling merchandise for more than 15 years.

[HATE CRIMES](#)

Bloomberg: [DOJ concerned about 'gap' in hate-crime statistics, Rosenstein says](#)

Two days after the mass shooting at a Pittsburgh synagogue, Deputy Attorney General Rod Rosenstein said the Justice Department is concerned about a "gap in hate-crime statistics." "According to the latest FBI Uniform Crime Report, 88 percent of agencies that provide hate-crimes data to the FBI reported zero hate crimes in 2016," Rosenstein said.

Washington Post: [Whitey Bulger, Boston crime boss and elusive fugitive, dead in prison at 89](#)

James "Whitey" Bulger, whose bloody reign in the Boston underworld was aided by crooked FBI agents in the 1980s and who later went on the lam for 16 years, living incognito by the California seashore, died Oct. 30 while completing the first of his two life sentences. He was 89.

NBC Nightly News: [Video: Police officer serves double duty as top trauma surgeon.](#)

As the vice chair of surgery at a Los Angeles medical center, Officer Kenji Inaba never imagined he'd be called to duty outside the operating room. Now he's chief surgeon of the LAPD- the medical guardian for 10,000 officers.

[MASS SHOOTINGS](#)

CNN: [Guns used in Pittsburgh synagogue killings were legally bought, official says](#)

All the guns used in Saturday's massacre at a Pittsburgh synagogue had been purchased legally, a federal official said Wednesday.

[SOCIAL MEDIA](#)

Associated Press: [Law enforcement faces dilemma in assessing online threats](#)

The massacre at a Pittsburgh synagogue, the pipe bombing attempts from last week and the Florida high school shooting this year have underscored the dilemma of law enforcement around the country in assessing the risk of people making online rants at a time when social media has become so ubiquitous.

[CRIME STRATEGY](#)

Edmonton Journal: ['Never at ease': Rural crime spurs new RCMP approach to tackling root causes](#)

Visible policing is part of RCMP Sgt. James Morton's eastern Alberta rural crime team's mandate; meeting and chatting with locals is key to what he and his team of eight officers are trying to achieve. The job of designing a crime reduction plan for a vast swath of eastern Alberta fell

to Morton early this year. The veteran officer looked around Canada for answers, but he also eyed a violence reduction program in Scotland in the wake of escalating knife crimes there in the early 2000s. At its core was the idea that violence should be treated as a symptom of something more complex. Morton reasoned that the same could be said about rural crime.

[POLICE EXECUTIVE APPOINTMENTS](#)

Hartford (CT) Courant: [After six years, New Britain police chief announces retirement](#)

After six years in what might be the city's most relentlessly demanding job, Police Chief James Wardwell is retiring in January to work in corporate security.

[POLICE EXECUTIVE APPOINTMENTS](#)

Miami Herald: [Key West names Brandenburg the city's new police chief](#)

The city of Key West has chosen 16-year-police veteran Capt. Sean Brandenburg to succeed Donie Lee as police chief in December.

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This email was sent to fryan@town.arlington.ma.us by
perfclips@policeforum.org

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From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Fwd: Re: Dismiss Lt. Rick Pedrini
Date: Wednesday, December 12, 2018 3:44:37 PM

Thoughts for a reply. I think the issue is succeeding with whatever sanctions we decide upon.

From: Robin Harney [REDACTED] >
To: FRYan@town.arlington.ma.us
Cc: AChapdelaine@town.arlington.ma.us, ahrc@town.arlington.ma.us
Date: Tue, 11 Dec 2018 15:50:21 -0500
Subject: Re: Dismiss Lt. Rick Pedrini

Dear Fred Ryan,

Thank you for your response. However, I know of no laws that forbid the termination of an employee who has expressed a desire to enact violence on unarmed members of the community they serve. I will be keeping a serious eye on this case, and bringing in outside experts if necessary. There is only one responsible outcome for the community, and I expect the Town of Arlington to achieve that outcome.

Robin Harney

On Tue, Dec 11, 2018 at 8:20 AM Fred Ryan <FRyan@town.arlington.ma.us> wrote:

Robin – thank you for taking the time to communicate your concerns. Mr. Pedrini remains on forced leave and the department and the town are taking this matter very seriously. As you may know, public sector managers are severely limited in their managerial powers by Massachusetts labor law. We will work within such laws to arrive at the most responsible outcome for the community.

As an aside, I have attached my “Command Philosophy”, which was published long before the writings of Mr. Pedrini.

Again, thank you for writing to us and I hope that you have a safe and peaceful holiday season.

Best,
Fred Ryan

Frederick Ryan
Chief of Police
Arlington, MA 02474
FBI NA186
www.arlingtonma.gov

From: Robin Harney [REDACTED]
Sent: Monday, December 10, 2018 2:59 PM
To: AChapdelaine@town.arlington.ma.us
Cc: fryan@town.arlington.ma.us; ahrc@town.arlington.ma.us
Subject: Re: Dismiss Lt. Rick Pedrini

Dear Arlington Town Officials,

I am writing to follow up on Lt. Rick Pedrini. Has he been permanently removed from the police force? If not, why not?

While I understand that termination of employment involves bureaucratic hoops, I understand that it is over a month since he confirmed that the writing is his own. The only question is whether or not his incitements to violence are acceptable coming from a police officer. As they are clearly not acceptable, the route forward is clear.

Please let me know where this matter stands. The safety of our community is at stake.
Robin Harney

On Thu, Nov 1, 2018 at 8:37 PM Robin Harney [REDACTED] wrote:

Dear Adam,

Thank you for your response. I understand that job termination can be a bureaucratic process involving several steps, so I hope this means the holdup is purely on the paperwork front. He has acknowledged the words as his own, so "due process" only requires applying appropriate consequences. It's clear that Lt. Pedrini is unfit to own a firearm, much less work as a police officer.

Thank you for your swift action on this matter. I will follow up if I don't hear further news soon.

Sincerely,
Robin Harney

On Thu, Nov 1, 2018 at 3:09 PM Adam Chapdelaine <ACHapdelaine@town.arlington.ma.us> wrote:

Robin,

Thank you for writing to me in regard to this matter. We are taking this issue very seriously, and as you mentioned, we have placed Mr. Pedrini on leave while we further investigate.

We need to allow for due process while also acknowledging the valid concerns of residents and visitors to Arlington.

I can assure you that Chief Ryan will continue to hold the department and its officers to the highest standard and will make it abundantly clear that Arlington's commitment to community policing remains firmly in place.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Robin Harney [REDACTED]
To: fryan@town.arlington.ma.us, achapdelaine@town.arlington.ma.us,
ahrc@town.arlington.ma.us
Date: Wed, 31 Oct 2018 11:17:25 -0400
Subject: Dismiss Lt. Rick Pedrini

Dear Arlington Town Officials,

Like many other Arlington residents, I am horrified by the [words of Lt. Rick Pedrini in his recent writings for the Massachusetts Police Association](#). He urged his fellow officers to "meet violence with violence" when dealing with "social justice warriors," despite the fact that most

of these movements (including Black Lives Matter) are nonviolent and were formed in response to the high rates of racist police violence & the increasing militarization of our police force.

Lt. Pedrini demonstrates his racism by comparing refugee caravans to the enemy planes that attacked Pearl Harbor, to the point of suggesting that these legal asylum seekers deserve to be shot. He embodies the worst of the American police force, and as such, it is the responsibility of ethical police & government officials to permanently remove him from his post.

As an [REDACTED] resident of East Arlington, I will not feel safe in my neighborhood as long as Rick Pedrini remains on the police force. I am aware that he has been placed on administrative leave, however, this is not enough. Lt. Pedrini's claims of "satire" are hollow—he is simply fanning the flames of violence, and this has lethal consequences.

I trust that you will handle this swiftly and appropriately. I look forward to the news that he will no longer be roaming our streets with a gun.

Thank you,
Robin Harney

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Fwd: Request for comment -- Articles written by Lt. Rick Pedrini
Date: Monday, October 29, 2018 6:29:05 PM

Begin forwarded message:

From: Dan Glaun <dglaun@masslive.com>
Date: October 29, 2018 at 6:12:17 PM EDT
To: Fred Ryan <FRyan@town.arlington.ma.us>
Subject: Re: Request for comment -- Articles written by Lt. Rick Pedrini

Thanks Fred. Has Lt. Pedrini always followed APD's use of force policies on the job?

From: Fred Ryan <FRyan@town.arlington.ma.us>
Date: Monday, October 29, 2018 at 6:08 PM
To: Dan Glaun <dglaun@masslive.com>
Subject: Re: Request for comment -- Articles written by Lt. Rick Pedrini

Sir - those views are not mine nor do they represent any official position of the Arlington Police Department. Mr. Pedrini writes as an MPA official, not as an official of the APD.

APD's unwavering commitment to fair and impartial policing has been well documented.

Respectfully,
Chief Ryan

On Oct 29, 2018, at 5:54 PM, Dan Glaun <dglaun@masslive.com> wrote:

Hi Chief Ryan,

I'd like to get your thoughts for a story I'm writing about a pair of recent articles written by Rick Pedrini, a Lieutenant in your department and the new executive director of the Massachusetts Police Association.

In the articles, written in the MPA publication [The Sentinel](#), Lt. Pedrini writes the following:

“It’s time we forget about ‘restraint’, ‘measured responses’, ‘procedural justice’, ‘de-escalation’, ‘stigma-reduction’, and other feel-good BS that is getting our officers killed. Let’s stop lipsynching, please! Let’s meet violence with violence and get the job done. “

Does this sentiment fit with Arlington PD’s policies on de-escalation and the use of force?

Lt. Pedrini also describes the criminal justice reform bill signed this year by Gov. Baker as “100 plus pages of blather and feel-good initiatives that will do nothing to put maggot criminals behind bars.”

Do you agree with his views?

Please give me a call at 551 697 3641. My deadline for this is Tuesday afternoon.

Thanks,

Dan Glaun
Reporter
MassLive
551 697 3641

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Cc: [Caryn Malloy](#)
Subject: (Archive Copy) Fwd: Responses to Statements made in MPA Sentinel Magazine
Date: Saturday, November 03, 2018 9:35:10 AM
Attachments: [image014.png](#)
[image015.png](#)
[image007.png](#)

Begin forwarded message:

From: "Kyes, Brian" <BKyes@chelseama.gov>
Date: November 3, 2018 at 9:08:44 AM EDT
To:

[Redacted]

"Chief Frederick Ryan (Arlington PD)" <fryan@town.Arlington.ma.us>, [Redacted]

[Redacted]

[illegible]

[REDACTED]

Subject: Responses to Statements made in MPA Sentinel Magazine

**New Mass. Police Association Head Writes That Officers Should Meet
'Violence With Violence' | WBUR News**

<http://www.wbur.org/news/2018/10/30/new-mass-police-organization-head-writing>



[Click HERE to View Editorials](#)

Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

Post Date: 10/30/2018 2:33 PM

Town Manager Adam Chapdelaine and Police Chief Frederick Ryan wish to address the statements written in a police advocacy organization's newsletter by a member of the Arlington Police Department who is involved with that organization.

The statements were written by Richard Pedrini in his capacity as a leader in the independent, non-profit Massachusetts Police Association. Pedrini is also a lieutenant with the Arlington Police Department. Pedrini has been relieved of duty and placed on paid administrative leave while the Town of Arlington and Arlington Police Department investigate this matter.

The Town leaders release the following statements to the public:

Town Manager Chapdelaine

"I am deeply disturbed by the apparent disregard for human life and for the duty of a police officer shown by Richard Pedrini in the Massachusetts Police Association newsletter. These comments do not represent the mission and values of the Arlington Police Department or the Town of Arlington. The sentiment raised by these comments is disturbing. The Town is taking these comments very seriously, and we will thoroughly investigate this matter."

Police Chief Ryan

"The columns written by Mr. Pedrini in the Sentinel newsletter directly contradict the values, morals and mission statement of the Arlington Police Department. Such remarks risk eroding the public trust that municipal police departments in Massachusetts have worked so hard to build in recent years. I disavow the remarks in the strongest possible terms, and this matter will be dealt with swiftly and certainly."

Pedrini has been employed by the Arlington Police Department since 1996.



Major City Chiefs

@MajorCityChief

Following



The Mass Major City Police Chiefs wholeheartedly support the concerns articulated by Chief Fred Ryan and Town Manager Adam Chapdelaine.

Arlington, MA Police @ArlingtonMAPD

Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

ARLINGTON -- Town Manager Adam Chapdelaine and Police Chief Frederick Ryan...

9:15 AM - 31 Oct 2018



MCOPA

@MAPOLICECHIEFS

Following



The Massachusetts Chiefs of Police Association also strongly support Chief Ryan's and Town Manager Chapdelaine's statements.

Major City Chiefs @MajorCityChief

The Mass Major City Police Chiefs wholeheartedly support the concerns articulated by Chief Fred Ryan and Town Manager Adam Chapdelaine.
[twitter.com/arlingtonmapd/...](https://twitter.com/arlingtonmapd/)

9:23 AM - 31 Oct 2018

1 Retweet 3 Likes





MCOPA @MAPOLICECHIEFS · Oct 31

We stand with you, Massachusetts.

**WE ALL CARRY
THE RESPONSIBILITY
TO PROTECT THE RIGHTS
OF OUR FELLOW
HUMAN BEINGS.**



***Statement from IACP President Paul M. Cell
in Response to the Retraction of Articles in the
Sentinel***

The International Association of Chiefs of Police (IACP) agrees with the decision of the Massachusetts Police Association (MPA) to retract a series of articles that were published in "The Sentinel" and suspend their author from his duties with the MPA. The views expressed in these articles are indefensible and do not represent the values of the law enforcement profession. They should never have been published.

This a challenging time for law enforcement agencies and the communities they serve. Because of the myriad of issues, such as economic hardships, poor educational systems, inadequate health services, the lack of substance abuse treatment options, or the breakdown of family structures, police officers are routinely asked and expected to take on roles which fall far outside the realm of traditional policing. Officers find themselves in a complex web of protecting lives, acting as defacto social workers, and intervening in one crisis after another.

Rather than being condemned, efforts that seek to address these issues should be, and are, embraced by true law enforcement professionals. These programs are the most effective means to create not only safer communities but also serve to enhance the safety and well-being of law enforcement officers.

This is why the IACP has long championed efforts to reform our current criminal justice system. Solving the problems confronting our communities cannot be accomplished by police intervention alone. Instead, successful reform of our criminal justice system will require a combined effort with elected officials, community leaders, advocates, health care professionals and many other critical partners. I truly believe that by working together we can create safer communities for all.



Follow @ChiefKyes

Brian Kyes

Chief of Police
President- Mass Major City Chiefs
Chelsea Police Department
19 Park Street
Chelsea, Massachusetts 02150
(617) 466-4810 (Office)
(617) 594-2111 (Cell)
(617) 466-4850 (Fax)
bkyes@chelseama.gov
FBINA 228th

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Fwd: Statement of Arlington Police Chief Frederick Ryan
Date: Monday, October 29, 2018 8:29:45 PM

draft

From: John Guilfoil <john@jgpr.net>
To: Fred Ryan <FRyan@town.arlington.ma.us>
Date: Mon, 29 Oct 2018 20:26:48 -0400
Subject: Fwd: Statement of Arlington Police Chief Frederick Ryan

Here is a draft

John Guilfoil
Principal

JGPR - John Guilfoil Public Relations LLC

8 Prospect St.
Georgetown, MA 01833

617-993-0003 (o)
781-752-9877 (c)

<http://jgpr.net>
[@johnnguilfoil](#)
[@guilfoilpr](#)

----- Forwarded message -----

From: **John Guilfoil** <john@jgpr.net>
Date: Mon, Oct 29, 2018 at 8:26 PM
Subject: Statement of Arlington Police Chief Frederick Ryan
To: <john@jgpr.net>

Display problems? [Open this email in your web browser.](#)

Arlington Police Department

**Frederick Ryan, Chief of
Police**

112 Mystic Street
Arlington, MA 02474



FOR IMMEDIATE RELEASE

Monday, Oct. 29, 2018
Media Contact: John Guilfoil
Phone: 617-993-0003
Email: john@jgpr.net

Statement of Arlington Police Chief Frederick Ryan

ARLINGTON -- Chief Frederick Ryan releases the following statement to the public:

"I have been made aware of remarks written in the newsletter of an independent advocacy group, the Massachusetts Police Association, by a member of the Arlington Police Department.

"The remarks, written by Lt. Rick Pedrini, who has become a leader in the Massachusetts Police Association, do not reflect the values, morals or mission statement of the Arlington Police Department. Such remarks risk eroding the public trust that municipal police departments in Massachusetts have worked so hard to build in recent years. I disavow the remarks and will be speaking with the Town Manager and Arlington labor counsel to determine the appropriate response to this matter."

###

A message from the Arlington Police Department

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Distributed By:
John Guilfoil Public Relations LLC
8 Prospect St.
Georgetown, MA 01833
617-993-0003

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Pedrini
Date: Tuesday, October 30, 2018 8:02:52 PM

<http://www.masspolice.com/>

MPA suspended him.

From: [Fred Ryan](#)
To: achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Quick Review?
Date: Tuesday, October 30, 2018 5:32:40 PM

You may have read the published writings of Lt. Richard Pedrini in the Massachusetts Police Association periodical. I write to all of the members of the Arlington Police Department to, in no uncertain terms, denounce the written opinions of Lt. Pedrini.

The Arlington Police Department's greatest asset in support of our mission is the trust of the residents and business people that we serve, and Lt. Pedrini's writings, regardless of their intent, have seriously compromised that trust.

Further, the concepts of procedural justice, restorative justice, and effectively addressing the stigma and dehumanization of people with mental health and/or opiate disorder are called into question in these published articles. Make no mistake, I stand firm in my commitment to serving all people, no exceptions, with the dignity and respect that they deserve, and my commitment to the delivery of fair and impartial police services is unwavering. As your Chief of Police, I am empowered to set such standards for the delivery of police services and I expect all members to continue to align themselves accordingly.

While the consequences of these writings have no doubt set us back, I know that the great men and women of the APD will rise to the occasion and engage community members in positive dialogue as we work to overcome this setback and regain their trust. Please get out of your cruisers more frequently over the coming days and engage the community, have those difficult conversations, and reestablish legitimacy and trust in the community.

Thanks to all for understanding and please do not hesitate to contact me if you have any questions/concerns.

Chief Ryan

From: [Fred Ryan](#)
To: [REDACTED] achapdelaine@town.arlington.ma.us; JCurro@town.arlington.ma.us; DDunn@town.arlington.ma.us; KGreeley@town.arlington.ma.us; JHurd@town.arlington.ma.us; DMahon@town.arlington.ma.us
Subject: (Archive Copy) RE: Concerning Lt. Rick Pedrini
Date: Tuesday, October 30, 2018 4:55:26 PM

Jean - Thank you for writing about this matter. We are taking this matter very seriously and as such, we have relieved Mr. Pedrini of his duties while we further investigate this matter. We have moved swiftly and certainly and we have issued a public statement denouncing his comments.

Thank you again for writing about this matter.

Best,
Fred R.

From: Jean Dao [REDACTED]
Sent: Tuesday, October 30, 2018 2:38 PM
To: fryan@town.arlington.ma.us; achapdelaine@town.arlington.ma.us; JCurro@town.arlington.ma.us; DDunn@town.arlington.ma.us; KGreeley@town.arlington.ma.us; JHurd@town.arlington.ma.us; DMahon@town.arlington.ma.us
Subject: Concerning Lt. Rick Pedrini

Good afternoon, all,

I am sure this is just one of many emails you have received today regarding the inflammatory, hateful, and -- quite frankly -- wholly unacceptable rhetoric displayed by Lt. Rick Pedrini in his recent articles in *The Sentinel*. As a former long-time resident of Arlington (born and raised!), I am writing to express my deep concerns regarding Lt. Pedrini's recent actions and am hopeful that you, as Arlington's elected officials and employees, will do right by the community you serve and terminate this man's employment, effective immediately and -- if possible -- with no severance.

Regardless of his intentions, his claims that his articles were "political satire" and "not meant to be taken word for word," or his legacy as a police officer, Lt. Pedrini's words in this recent edition of *The Sentinel* are damaging not just to his chosen profession, but also to the community he has sworn to protect and serve. Lt. Pedrini's words -- and the act of publishing them for others to read -- have shown that he is unfit not only to serve the Town of Arlington, but in any way, shape, or form.

I trust that you are all giving your utmost attention to this matter and that you will, as Chief Ryan has said, deal with Lt. Pedrini "swiftly and certainly."

My best wishes and thanks for your continued attention to this troubling matter,
Jean Dao

From: [Fred Ryan](#)
To: [REDACTED]
Cc: [Adam Chapdelaine](#)
Subject: (Archive Copy) RE: Courage and integrity
Date: Thursday, November 01, 2018 11:25:55 AM

Mike – thank you for your kind words of support. These are difficult situations and support from credible people like you is invaluable.

Many thanks,
Fred

From: [REDACTED]
Sent: Thursday, November 01, 2018 10:34 AM
To: fryan@town.arlington.ma.us
Cc: Adam Chapdelaine
Subject: Courage and integrity

Fred,
Your decision about Rick Pedrini was the right decision. It was all that it needed to be; strong, clear, unambiguous, and swift. It demonstrated personal courage and integrity and minimizes the damage to department.

I've known Rick and his family for many years and only knew him as a "good cop". I was shocked and saddened to see this side of him. Simply put it's not OK. He can't "Protect and Serve" with those thoughts, attitudes, and words.

He's come a long way from the guy I respected in the neighborhood. He's looking like a guy who could use a lot of help, I hope he gets the help he needs. A sad day for him, his family and the APD.

It can't be easy for you but I hope knowing that in addition to the support of the Arlington community, you have the support of reasonable people everywhere.

My best to you and your family
Mike McCabe

From: [Fred Ryan](#)
To: [Joan Roman](#); [Adam Chapdelaine](#)
Subject: (Archive Copy) RE: Feedback for Town of Arlington
Date: Wednesday, October 31, 2018 2:47:47 PM

Interesting viewpoint.

From: Joan Roman [mailto:JRoman@town.arlington.ma.us]
Sent: Wednesday, October 31, 2018 9:33 AM
To: Adam Chapdelaine; FRYan@town.arlington.ma.us
Subject: Fwd: Feedback for Town of Arlington

passing along...

Joan Roman
Public Information Officer
Town of Arlington, MA
www.arlingtonma.gov
Like Us at:
<https://www.facebook.com/arlingtonma>
Follow us at:
<https://twitter.com/arlingtonmagov>
[@arlingtonmagov](#)

From: "Town of Arlington, MA" <do-not-reply@town.arlington.ma.us>
To: "Town of Arlington, MA" <webmaster@town.arlington.ma.us>
Date: 31 Oct 2018 05:26:40 -0500
Subject: Feedback for Town of Arlington

You have received this feedback from Tom Zajack [REDACTED] for the following page:

<https://www.arlingtonma.gov/departments/police>

It seems you all forgot what To Protect & Serve means. As I see it, to Protect the public means to kick the living snot out of any violent offender that is a threat to the public or a law enforcement officer. Shoot them on the spot if it's that kind of threat. To Serve, is to put your life on the line everyday 24/7. My friends, family & myself totally support officer Pedrini and his views. It's bad enough officers are treated like crap on a daily basis by low life POS & the media but it's shameful city officials & department commanders don't have a backbone and cave to lawless liberal jackass's. So if he gets fired, he is more than welcome to come to Oklahoma. We will be monitoring the situation and also prepared to offer him a better life & double the wages in the private sector.

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) RE: FW: thank you
Date: Friday, October 19, 2018 9:43:52 AM

Valid point.

From: Adam Chapdelaine [mailto:ACHapdelaine@town.arlington.ma.us]
Sent: Friday, October 19, 2018 9:43 AM
To: Fred Ryan
Subject: RE: FW: thank you

Well, you were probably going to do that anyway....;)

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Fred Ryan <FRyan@town.arlington.ma.us>
To: Adam Chapdelaine <ACHapdelaine@town.arlington.ma.us>
Date: Fri, 19 Oct 2018 09:38:00 -0400
Subject: RE: FW: thank you

That's it, I'm going golfing!

From: Adam Chapdelaine [mailto:ACHapdelaine@town.arlington.ma.us]
Sent: Friday, October 19, 2018 9:21 AM
To: Fred Ryan
Subject: Re: FW: thank you

Wow is right. That is a spot on validation of everything you have done over your tenure as Chief to make the APD such a great organization. Very well deserved recognition.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Fred Ryan <FRyan@town.arlington.ma.us>
To: Adam Chapdelaine <ACHapdelaine@town.arlington.ma.us>
Date: Fri, 19 Oct 2018 09:15:00 -0400
Subject: FW: thank you

Talk about a motivating message. Wow.

From: Janice Hayes-Cha [REDACTED]
Sent: Friday, October 19, 2018 8:35 AM

To: fryan@town.arlington.ma.us
Subject: thank you

Hi Chief Ryan,

Just a quick note to say thank you for all your do at APD. I tell folks all the time how great the department is, and thought I should tell you directly.

I am the #1 fan of the APD. [REDACTED]

[REDACTED] it was always "what can we do to help you" and then they did. Steve Porciello and Cindy Sheridan at the high school were also so helpful. [REDACTED] involved with restorative justice [REDACTED]. It was a meaningful and life changing process.

I really felt like we were all on the same team trying to save [REDACTED] the end of the story is [REDACTED] is doing really well, and started college this fall. We feel so lucky to live in a town that models community policing, restorative justice, and early intervention with teenagers. and a model program for addiction as well. I have been in support groups with parents from other towns/cities and they are amazed at what you do to help parents. Also, thank you for how you dealt with the graffiti incident at the high school this past spring. level headed. didn't give in to the mob. thanks.

Anyhow, just wanted to say thank you!
have a good weekend, Janice Hayes-Cha

Janice Hayes-Cha
cell: [REDACTED]
96 Churchill Ave
Arlington, MA 02476

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: ICAT Training
Date: Friday, November 09, 2018 12:16:18 PM

Its embarrassing

From: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
To: "Fred Ryan" <FRyan@town.arlington.ma.us>
Date: Fri, 9 Nov 2018 11:06:00 -0500
Subject: Re: ICAT Training

That is certainly a big ripple effect of his writings.

Sent from my iPhone

On Nov 9, 2018, at 10:44 AM, Fred Ryan <[FRyan@town.arlington.ma.us](#)> wrote:

Begin forwarded message:

From: "Julie Flaherty" <[JFlaherty@town.arlington.ma.us](#)>
Date: November 9, 2018 at 10:23:06 AM EST
To: "Fred Ryan" <[FRyan@town.arlington.ma.us](#)>
Cc: "Richard Flynn" <[RFlynn@town.arlington.ma.us](#)>
Subject: ICAT Training

Chief,
Following through with our discussions on the implementation of ICAT at APD, I've had several conversations with Tom Wilson who is the director of Applied Research and Management at PERF. Mr. Wilson is conducting an overview and training for our supervisors on Tuesday November 13 at APD. In our discussions, Mr. Wilson indicated that he teaches ICAT at Cambridge PD and will be there every Monday and Tuesday for the next several months training all members of Cambridge PD, MIT and Harvard University. He suggested that APD take part in the training at Cambridge PD as he thought it would be more cost effective for us among other reasons. On November 6, Mr. Wilson called and told me that he had read about Lt Rick Pedrini's articles on The Patch, and based on his statements regarding use of force and de-escalation, he would prefer to teach Arlington PD separately from other agencies. On Tuesday, I will discuss options going forward with Mr. Wilson for training all of APD.
Thank you.

Julie Flaherty
Captain
Arlington Police Department
781 316 3942

I

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: ICAT Training
Date: Friday, November 09, 2018 11:09:32 AM

The training the he objected to as a union official.

On Nov 9, 2018, at 11:06 AM, Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:

That is certainly a big ripple effect of his writings.

Sent from my iPhone

On Nov 9, 2018, at 10:44 AM, Fred Ryan
<FRyan@town.arlington.ma.us> wrote:

Begin forwarded message:

From: "Julie Flaherty"
<JFlaherty@town.arlington.ma.us>
Date: November 9, 2018 at 10:23:06 AM EST
To: "Fred Ryan" <FRyan@town.arlington.ma.us>
Cc: "Richard Flynn"
<RFlynn@town.arlington.ma.us>
Subject: ICAT Training

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Thank you.

Julie Flaherty
Captain
Arlington Police Department
781 316 3942

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#); [REDACTED]
Subject: (Archive Copy) RE: Lieutenant Pedrini
Date: Monday, November 05, 2018 9:36:37 AM
Attachments: [Command Philosophy 2018.pdf](#)

Paul – I echo Mr. Chapdelaine's concerns. I have attached my police department "Command Philosophy" which has been issued every year for several years and I pasted below is my internal communications to APD personnel. I share these materials with you in hopes that it illustrates how seriously we are taking this matter.

To all personnel:

You may have read the published writings of Lt. Richard Pedrini in the Massachusetts Police Association periodical. I write to all of the members of the Arlington Police Department to, in no uncertain terms, denounce the written opinions of Lt. Pedrini.

The Arlington Police Department's greatest asset in support of our mission is the trust of the residents and business people that we serve, and Lt. Pedrini's writings, regardless of their intent, have seriously compromised that trust.

Further, the concepts of procedural justice, restorative justice, and effectively addressing the stigma and dehumanization of people with mental health and/or opiate disorder are called into question in these published articles. Make no mistake, I stand firm in my commitment to serving all people, no exceptions, with the dignity and respect that they deserve, and my commitment to the delivery of fair and impartial police services is unwavering. As your Chief of Police, I am empowered to set such standards for the delivery of police services, and I expect all members to continue to align themselves accordingly.

While the consequences of these writings have no doubt set us back, I know that the great men and women of the APD will rise to the occasion and engage community members in positive dialogue as we work to overcome this setback. Please get out of your cruisers more frequently over the coming days and engage the community, have those difficult conversations, and reestablish legitimacy and trust in the community.

Thanks to all for understanding and please do not hesitate to contact me if you have any questions/concerns.

Chief Ryan

Thank you for writing to us and please do not hesitate to contact me if you have any further questions.

Best,
Fred Ryan

From: Adam Chapdelaine [mailto:ACHapdelaine@town.arlington.ma.us]

Sent: Monday, November 05, 2018 9:01 AM
To: [REDACTED] fryan@town.arlington.ma.us
Subject: Re: Lieutenant Pedrini

Paul,

Thank you for writing to me in regard to this matter. We are taking this issue very seriously, and as you may be aware, we have placed Mr. Pedrini on leave while we further investigate.

We need to allow for due process while also acknowledging the valid concerns of residents and visitors to Arlington.

I can assure you that Chief Ryan will continue to hold the department and its officers to the highest standard and will make it abundantly clear that Arlington's commitment to community policing remains firmly in place.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Paul Warkentin [REDACTED]
To: fryan@town.arlington.ma.us, achapdelaine@town.arlington.ma.us
Date: Sun, 4 Nov 2018 23:52:43 -0500
Subject: Lieutenant Pedrini

Dear Police Chief Ryan and Town Manager Chapdelaine,
This last week I read Lieutenant Pedrini's columns in the MPA newsletter (all of his columns in that issue, not just what was reported in other media) with dismay, though I was heartened by your responses. And while the MPA itself has also indicated that these columns do not reflect the values of the MPA, they also claim that they "were meant to be taken in a tongue-in-cheek, satirical fashion" I think any reasonable reader would find the raw emotion and palpable anger expressed difficult to square with humor or satire. It is not okay to hide behind phony claims that this was all a joke after the fact. The columns quite clearly express how Lieutenant Pedrini feels, and we should take him at his word - because words count.

Lieutenant Pedrini has the right to his opinions, as well as the right to express those opinions, and I respect that completely. But those rights do not also confer an immunity from consequences. Pedrini's words are telling: They reveal an Us versus Them attitude and a belief that his job is simply "to put maggot criminals behind bars". He clearly expresses his contempt for the people he serves, the laws he is sworn to administer, and the elected officials who make those laws.

Your words have been helpful and I hope they are followed up by appropriate actions. I don't pretend to know what a proper response to this is, and I don't envy your position. But it's hard for me to see how he can be an effective police officer with this attitude, let alone in a leadership position. It's inconsistent with nearly every interaction I've ever had with any APD officer. It's important to consider just how corrosive this kind of attitude toward the community can be, since it breeds distrust and a reluctance to engage with police in a constructive way, which can lead to an environment that makes police work more difficult and more dangerous. I trust you'll keep this in the forefront of your minds as you make decisions with respect to Lieutenant Pedrini's future.

Best Regards,
Paul Warkentin
Arlington, MA

From: [Fred Ryan](#)
To: [Jacob Barry](#)
Cc: achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) RE: Lt. Pedrini
Date: Friday, November 02, 2018 12:08:57 PM
Attachments: [Command Philosophy 2018.pdf](#)

Mr. Barry – thank you for taking the time to write and express your concerns. Make no mistake, we are taking this matter very seriously and swift action was taken to neutralize this officer. For background purposes, I have attached my published command philosophy for the APD which was initially published in 2015 and every year since, including Jan 1st 2018.

Further, the message below was communicated to all APD personnel shortly after we became aware of Mr. Pedrini's writings:

You may have read the published writings of Lt. Richard Pedrini in the Massachusetts Police Association periodical. I write to all of the members of the Arlington Police Department to, in no uncertain terms, denounce the written opinions of Lt. Pedrini.

The Arlington Police Department's greatest asset in support of our mission is the trust of the residents and business people that we serve, and Lt. Pedrini's writings, regardless of their intent, have seriously compromised that trust.

Further, the concepts of procedural justice, restorative justice, and effectively addressing the stigma and dehumanization of people with mental health and/or opiate disorder are called into question in these published articles. Make no mistake, I stand firm in my commitment to serving all people, no exceptions, with the dignity and respect that they deserve, and my commitment to the delivery of fair and impartial police services is unwavering. As your Chief of Police, I am empowered to set such standards for the delivery of police services, and I expect all members to continue to align themselves accordingly.

While the consequences of these writings have no doubt set us back, I know that the great men and women of the APD will rise to the occasion and engage community members in positive dialogue as we work to overcome this setback. Please get out of your cruisers more frequently over the coming days and engage the community, have those difficult conversations, and reestablish legitimacy and trust in the community.

Thanks to all for understanding and please do not hesitate to contact me if you have any questions/concerns.

Chief Ryan

Lastly, we will work tirelessly to regain the trust that has been lost and I welcome further feedback and comment.

Many thanks,
Chief Ryan

From: Jacob Barry [REDACTED]
Sent: Tuesday, October 30, 2018 6:27 PM
To: fryan@town.arlington.ma.us
Cc: achapdelaine@town.arlington.ma.us
Subject: Lt. Pedrini

Dear Chief Ryan,

As an Arlington resident, I was shocked today when I read the inflammatory columns written by APD Lt. Pedrini in the Massachusetts Police Association's publication The Sentinel.

I have, until today, held the Arlington Police Department in high regard. I believed our police to be a model of community-oriented policing focused on being a partner in solving our town's problems rather than just arresting and incarcerating people. I felt that our police department's values and priorities reflected those of the town's voters and leaders.

Lt. Pedrini's comments throw that previous understandings in to question. His disturbing comments show clear political and racial bias, and demonstrate contempt for the community that he supposedly protects and serves. They suggest that he is unable to deal fairly and professionally with people from diverse backgrounds and opinions. While these attitudes may not represent the official policy of the APD, I cannot imagine how I, my family, or neighbors, could interact with Lt. Pedrini and feel safe or comfortable, especially considering the violent fantasies contained in his writing.

As you know, the power of the APD derives from the trust and respect the community gives it. Lt. Pedrini has lost my trust and respect, and I ask you to take serious and concrete action to demonstrate that his biased, violent attitudes have no place among our police. I read that he has been placed on leave, which is a good first step.

Furthermore, I ask you to demonstrate that attitudes like those expressed by Lt. Pedrini do not exist among other APD officers. As a leader in the department (and apparently in his profession generally), I would be surprised if Lt. Pedrini's views were not influential among members of the department. I would not want any officer who shared Lt. Pedrini's attitudes to interact with residents or visitors to our town in an emergency or crisis.

I am grateful for your leadership of the APD to date, and I hope our town can continue to be a model for public safety by quickly and fairly handling this violation of the community's trust.

Sincerely,

Jacob Barry
Orvis Rd.

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Lt. Pedrini
Date: Friday, November 02, 2018 12:00:30 PM

Good idea. Thanks

On Nov 2, 2018, at 11:55 AM, Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:

Perhaps send him your message to the department and a copy of the command philosophy?

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Fred Ryan <FRyan@town.arlington.ma.us>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Fri, 02 Nov 2018 11:23:00 -0400
Subject: RE: Lt. Pedrini

[I can't find a reply when searching?](#)

From: Adam Chapdelaine [<mailto:AChapdelaine@town.arlington.ma.us>]
Sent: Friday, November 02, 2018 8:41 AM
To: Fred Ryan
Subject: Fwd: Lt. Pedrini

Did you respond to this resident? This is the last outstanding one in my mailbox at this point.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Jacob Barry [REDACTED]
To: fryan@town.arlington.ma.us
Cc: achapdelaine@town.arlington.ma.us
Date: Tue, 30 Oct 2018 18:27:17 -0400
Subject: Lt. Pedrini

Dear Chief Ryan,

As an Arlington resident, I was shocked today when I read the inflammatory columns written by

APD Lt. Pedrini in the Massachusetts Police Association's publication The Sentinel.

I have, until today, held the Arlington Police Department in high regard. I believed our police to be a model of community-oriented policing focused on being a partner in solving our town's problems rather than just arresting and incarcerating people. I felt that our police department's values and priorities reflected those of the town's voters and leaders.

Lt. Pedrini's comments throw that previous understandings in to question. His disturbing comments show clear political and racial bias, and demonstrate contempt for the community that he supposedly protects and serves. They suggest that he is unable to deal fairly and professionally with people from diverse backgrounds and opinions. While these attitudes may not represent the official policy of the APD, I cannot imagine how I, my family, or neighbors, could interact with Lt. Pedrini and feel safe or comfortable, especially considering the violent fantasies contained in his writing.

As you know, the power of the APD derives from the trust and respect the community gives it. Lt. Pedrini has lost my trust and respect, and I ask you to take serious and concrete action to demonstrate that his biased, violent attitudes have no place among our police. I read that he has been placed on leave, which is a good first step.

Furthermore, I ask you to demonstrate that attitudes like those expressed by Lt. Pedrini do not exist among other APD officers. As a leader in the department (and apparently in his profession generally), I would be surprised if Lt. Pedrini's views were not influential among members of the department. I would not want any officer who shared Lt. Pedrini's attitudes to interact with residents or visitors to our town in an emergency or crisis.

I am grateful for your leadership of the APD to date, and I hope our town can continue to be a model for public safety by quickly and fairly handling this violation of the community's trust.

Sincerely,

Jacob Barry
Orvis Rd.

From: [Fred Ryan](#)
To: [REDACTED] achapdelaine@town.arlington.ma.us
Cc: RFlynn@town.arlington.ma.us; JCurro@town.arlington.ma.us; DDunn@town.arlington.ma.us; KGreeley@town.arlington.ma.us; JHurd@town.arlington.ma.us; DMahon@town.arlington.ma.us
Subject: (Archive Copy) RE: Mr. Pedrini
Date: Wednesday, October 31, 2018 2:10:10 PM

Ms. Rafferty - Thank you for writing about this matter. We are taking this matter very seriously and as such, we have relieved Mr. Pedrini of his duties while we further investigate this matter. We have moved swiftly and certainly and we have issued a public statement strongly denouncing his comments. Our commitment to the delivery of fair and impartial police services is unwavering.

Thank you again for writing about this matter.

Best,
Fred R

From: Jeff Grove [REDACTED]
Sent: Wednesday, October 31, 2018 8:44 AM
To: fryan@town.arlington.ma.us; achapdelaine@town.arlington.ma.us
Cc: RFlynn@town.arlington.ma.us; JCurro@town.arlington.ma.us; DDunn@town.arlington.ma.us; KGreeley@town.arlington.ma.us; JHurd@town.arlington.ma.us; DMahon@town.arlington.ma.us
Subject: Mr. Pedrini

Mr. Chapdelaine and Chief Ryan,

I'll be brief. Mr. Pedrini is not the kind of person we want policing Arlington. Let's have him fully gone, please.

With regards,
Jeff Grove

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#); [REDACTED]
Cc: JHurd@town.arlington.ma.us; JCurro@town.arlington.ma.us; DDunn@town.arlington.ma.us; KGreeley@town.arlington.ma.us; DMahon@town.arlington.ma.us
Subject: (Archive Copy) RE: On the subject of Lt. Pedrini
Date: Monday, November 05, 2018 9:38:02 AM
Attachments: [Command Philosophy 2018.pdf](#)

Ryan – I echo Mr. Chapdelaine’s concerns. I have attached my police department “Command Philosophy” which has been issued every year for several years and I have pasted below is my internal communications to APD personnel. I share these materials with you in hopes that it illustrates how seriously we are taking this matter.

To all personnel:

You may have read the published writings of Lt. Richard Pedrini in the Massachusetts Police Association periodical. I write to all of the members of the Arlington Police Department to, in no uncertain terms, denounce the written opinions of Lt. Pedrini.

The Arlington Police Department’s greatest asset in support of our mission is the trust of the residents and business people that we serve, and Lt. Pedrini’s writings, regardless of their intent, have seriously compromised that trust.

Further, the concepts of procedural justice, restorative justice, and effectively addressing the stigma and dehumanization of people with mental health and/or opiate disorder are called into question in these published articles. Make no mistake, I stand firm in my commitment to serving all people, no exceptions, with the dignity and respect that they deserve, and my commitment to the delivery of fair and impartial police services is unwavering. As your Chief of Police, I am empowered to set such standards for the delivery of police services, and I expect all members to continue to align themselves accordingly.

While the consequences of these writings have no doubt set us back, I know that the great men and women of the APD will rise to the occasion and engage community members in positive dialogue as we work to overcome this setback. Please get out of your cruisers more frequently over the coming days and engage the community, have those difficult conversations, and reestablish legitimacy and trust in the community.

Thanks to all for understanding and please do not hesitate to contact me if you have any questions/concerns.

Chief Ryan

Thank you for writing to us and please do not hesitate to contact me if you have any further questions.

Best,
Fred Ryan

From: Adam Chapdelaine [mailto:ACHapdelaine@town.arlington.ma.us]
Sent: Monday, November 05, 2018 9:00 AM
To: [REDACTED]
Cc: JHurd@town.arlington.ma.us; JCurro@town.arlington.ma.us; DDunn@town.arlington.ma.us; KGreeley@town.arlington.ma.us; DMahon@town.arlington.ma.us; fryan@town.arlington.ma.us
Subject: Re: On the subject of Lt. Pedrini

Ryan,

Thank you for writing to me in regard to this matter. We are taking this issue very seriously, and as you may be aware, we have placed Mr. Pedrini on leave while we further investigate.

We need to allow for due process while also acknowledging the valid concerns of residents and visitors to Arlington.

I can assure you that Chief Ryan will continue to hold the department and its officers to the highest standard and will make it abundantly clear that Arlington's commitment to community policing remains firmly in place.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: "Ryan W. Cohen" [REDACTED]
To: achapdelaine@town.arlington.ma.us
Cc: JHurd@town.arlington.ma.us, JCurro@town.arlington.ma.us, DDunn@town.arlington.ma.us, KGreeley@town.arlington.ma.us, DMahon@town.arlington.ma.us, fryan@town.arlington.ma.us
Date: Sun, 4 Nov 2018 09:02:46 -0500
Subject: On the subject of Lt. Pedrini

Dear Mr. Chapdelaine and members of the Select Board,

I am writing to express my horror and outrage with the statements made by Lt. Rick Pedrini of the APD in the most recent issue of The Sentinel.

Lt. Pedrini's call to "forget about 'restraint'" and "meet violence with violence" is clear evidence that he is **not fit to serve** and that he is a **credible threat** to me, my family, and the people of our community. It would be intolerable for him to return to any kind of service in the police or, frankly, any city institution where he could jeopardize the safety or livelihood of our fellow citizens.

I understand that Lt. Pedrini's statements do not represent the views of the APD or the Town of Arlington. As such, I trust that you will take the appropriate actions to remove Lt. Pedrini as quickly as allowed by law.

Thank you for your time and your service.

Sincerely,
Ryan W. Cohen
Arlington, MA

From: [Fred Ryan](#)
To: [REDACTED]; JCurro@town.arlington.ma.us; DDunn@town.arlington.ma.us; KGreeley@town.arlington.ma.us; JHurd@town.arlington.ma.us; DMahon@town.arlington.ma.us; achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) RE: Regarding Lt. Pedrini
Date: Wednesday, October 31, 2018 2:07:35 PM

Ms. Hayes- Rusnov:

Thank you for taking the time to write about this matter. Stated simply, we are deeply troubled about this officer's writings and we are taking the matter very seriously. A police department can only achieve its mission with the support and trust of the very community that it serves, and the actions of this officer have seriously compromised such trust.

We have taken immediate measures to remove the officer from duty and we will take a measured approach to investigating and disposing of this matter. I apologize for any anxiety that this may have provoked and please rest assured that the overwhelming majority of the men and women of the APD perform their duties in an exemplary manner.

Please do not hesitate to contact me if you have any further questions or concerns.

Many thanks,
Chief Fred Ryan

Frederick Ryan
Chief of Police
Arlington, MA 02474
FBI NA186
www.arlingtonma.gov

From: Sasha Hayes-Rusnov [REDACTED]
Sent: Wednesday, October 31, 2018 8:07 AM
To: JCurro@town.arlington.ma.us; DDunn@town.arlington.ma.us; KGreeley@town.arlington.ma.us; JHurd@town.arlington.ma.us; DMahon@town.arlington.ma.us; achapdelaine@town.arlington.ma.us; fryan@town.arlington.ma.us
Subject: Regarding Lt. Pedrini

Dear Mr. Chapdelaine, Chief Ryan, and members of the Select Board,

I write to express my concern with certain statements made by Lt. Pedrini of the APD in the most recent issue of The Sentinel. I understand fully that Lt. Pedrini's statements in that article did not represent the views of the APD or the Town of Arlington, and I appreciate the statements by Chief Ryan and Mr. Chapdelaine to that effect.

While Lt. Pedrini is entitled to his opinion regarding the best direction for policing policy in your town and the Commonwealth, as well as his frustration with the challenges of policing in a political environment, his call to "forget about 'restraint', 'measured responses', 'procedural justice', 'de-escalation', 'stigma-reduction', and other feel-good BS" and "meet violence with violence" raises questions about his current fitness for duty within your police department. I am encouraged by your swift action to investigate this matter, and hope that you will ensure that the APD fosters a culture

in which regard for human life and justice remain priorities, as they must be for all of our law enforcement departments.

Thank you for your time and your public service.

Sincerely,

Sasha Hayes-Rusnov

New Haven, CT



Virus-free. www.avast.com

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Request for comment -- Articles written by Lt. Rick Pedrini
Date: Monday, October 29, 2018 6:43:26 PM

Will do. We may want to fold in Doug and/or labor counsel. There are some tricky free speech issues here.

On Oct 29, 2018, at 6:40 PM, Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:

I'm tied up early as well. Reach out when you're back from Civil Service and we'll take it from there.

Sent from my iPhone

On Oct 29, 2018, at 6:35 PM, Fred Ryan <FRyan@town.arlington.ma.us> wrote:

Yes. My inbox is filling up with complaints. I'm at civil service tomorrow am on [REDACTED] matter. Not sure how long that will go

On Oct 29, 2018, at 6:29 PM, Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:

I feel like I'm going to have to disavow his remarks, at least to the citizen that wrote to us.

The political stuff is what it is, but the violence line is troubling and potentially crosses a line into a question regarding his fitness for duty.

Want to round up tomorrow and devise a response strategy?

In the interim, I'll respond to the resident acknowledging receipt and telling him that we take it seriously and will be taking a close look at it.

Sent from my iPhone

On Oct 29, 2018, at 6:22 PM, Fred Ryan
<FRyan@town.arlington.ma.us> wrote:

I've wrestled with this. When he writes as an MPA official I have no control over him even though his words are harmful and in conflict with APD's

mission.

On Oct 29, 2018, at 6:16 PM, Adam
Chapdelaine
<ACHapdelaine@town.arlington.ma.us>
wrote:

Happy to discuss if you'd
like. It was only a matter of
time.

Sent from my iPhone

On Oct 29, 2018, at 6:02
PM, Fred Ryan
<FRyan@town.arlington.ma.us
> wrote:

Begin forwarded
message:

From:
Dan
Glaun
<dglaun@masslive.com
>
Date:
October
29,
2018
at
5:54:25
PM
EDT
To:
"fryan@town.arlington.ma.us
"
<fryan@town.arlington.ma.us
>
Subject:
Request
for
comment
--
Articles
written
by Lt.

**Rick
Pedrini**

Hi Chief
Ryan,

I'd like
to get
your
thoughts
for a
story
I'm
writing
about a
pair of
recent
articles
written
by Rick
Pedrini,
a
Lieutenant
in your
department
and the
new
executive
director
of the
Massachusetts
Police
Association.

In the
articles,
written
in the
MPA
publication
[The
Sentinel](#).
Lt.
Pedrini

writes
the
following:

“It’s
time
we
forget
about
‘restraint’,
‘measured
responses’,
‘procedural
justice’,
‘de-
escalation’,
‘stigma-
reduction’,
and
other
feel-
good
BS that
is
getting
our
officers
killed.
Let’s
stop
lipsynching,
please!
Let’s
meet
violence
with
violence
and get
the job
done. “

Does
this
sentiment
fit with

Arlington
PD's
policies
on de-
escalation
and the
use of
force?

Lt.
Pedrini
also
describes
the
criminal
justice
reform
bill
signed
this
year by
Gov.
Baker
as "100
plus
pages
of
blather
and
feel-
good
initiatives
that
will do
nothing
to put
maggot
criminals
behind
bars."

Do you
agree
with his
views?

Please
give me
a call at
551
697
3641.
My
deadline
for this
is
Tuesday
afternoon.

Thanks,

Dan
Glaun
Reporter
MassLive
551
697
3641

From: [Fred Ryan](#)
To: [REDACTED] achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) RE: Rick Pedrini
Date: Wednesday, October 31, 2018 2:22:02 PM

Ms. Ehlert - Thank you for writing about this matter. We are taking this matter very seriously and as such, we have relieved Mr. Pedrini of his duties while we further investigate. We have moved swiftly and certainly and we have issued a public statement strongly denouncing his comments. Our commitment to the delivery of fair and impartial police services is unwavering.

I have been in contact with the Arlington Human Rights Commission about next steps and potential training opportunities for the balance of our officers. That said, it is well documented that APD is a leader in community policing and with our efforts to provide police services to those struggling with mental illness and/or substance disorder. I have full faith that the overwhelming majority of the Arlington officers are kind and caring people who value the dignity of life.

Thank you again for writing and please do not hesitate to contact me if you have further questions or concerns.

Best,
Fred R

From: Anne Ehlert [REDACTED]
Sent: Wednesday, October 31, 2018 9:35 AM
To: fryan@town.arlington.ma.us; achapdelaine@town.arlington.ma.us
Subject: Rick Pedrini

Hi,

I wanted to thank you for your statement regarding Rick Pedrini's recent column in the Sentinel, and the promise to take swift and decisive action. I have had a very positive view of the Arlington Police, and its actions and hope he is an aberration.

But I can't help but be concerned - for him to write that article, he must have felt the support of other officers elsewhere - are there others in Arlington that share some of these beliefs? Weren't there signs of his views before the article was written? What can be done to address these types of attitudes and find unity between the needs of the force and the community ?

In addition to the obvious concerns over the promotion of violence and his views of other human beings, the lack of respect of democratic principals, activists, and certain politicians is concerning. My father in law was a police officer, and I believe people can support the police and understand most are heroes who risk their lives to protect us, and also support support Black Lives Matter, Elizabeth Warren, humane criminal justice views, etc.

Anne Ehlert
Town Meeting Member Precinct 21

From: [Fred Ryan](#)
To: [REDACTED]; [Adam Chapdelaine](#)
Subject: (Archive Copy) RE: Thank you: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan
Date: Tuesday, October 30, 2018 4:25:59 PM

Lynette – thank you for taking the time to write and I apologize about this officer’s conduct. We will do whatever it takes to restore the community’s trust in its police department.

Many thanks,
Fred

From: Lynette [REDACTED]
Sent: Tuesday, October 30, 2018 3:32 PM
To: Adam Chapdelaine; Fred Ryan
Subject: Thank you: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

I just wanted to reach out to both of you with an email of support. This make me so proud to be a part of this community. Thank you so much; your words literally brought tears of gratitude to my eyes. Respectfully, Lynette Martyn

On Tue, Oct 30, 2018 at 2:54 PM Town of Arlington, MA <do-not-reply@town.arlington.ma.us> wrote:

Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

Town Manager Adam Chapdelaine and Police Chief Frederick Ryan wish to address the statements written in a police advocacy organization's newsletter by a member of the Arlington Police Department who is involved with that organization.

Post Date: 10/30/2018 2:33 PM

Town Manager Adam Chapdelaine and Police Chief Frederick Ryan wish to address the statements written in a police advocacy organization's newsletter by a member of the Arlington Police Department who is involved with that organization.

The statements were written by Richard Pedrini in his capacity as a leader in the independent, non-profit Massachusetts Police Association. Pedrini is also a lieutenant with the Arlington Police Department. Pedrini has been relieved of duty and placed on paid administrative leave while the Town of Arlington and Arlington Police Department investigate this matter.

The Town leaders release the following statements to the public:

Town Manager Chapdelaine

"I am deeply disturbed by the apparent disregard for human life and for the duty of a police officer shown by Richard Pedrini in the Massachusetts Police Association

newsletter. These comments do not represent the mission and values of the Arlington Police Department or the Town of Arlington. The sentiment raised by these comments is disturbing. The Town is taking these comments very seriously, and we will thoroughly investigate this matter."

Police Chief Ryan

"The columns written by Mr. Pedrini in the Sentinel newsletter directly contradict the values, morals and mission statement of the Arlington Police Department. Such remarks risk eroding the public trust that municipal police departments in Massachusetts have worked so hard to build in recent years. I disavow the remarks in the strongest possible terms, and this matter will be dealt with swiftly and certainly."

Pedrini has been employed by the Arlington Police Department since 1996.

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From: [Fred Ryan](#)
To: [Clarissa Rowe](#); [Adam Chapdelaine](#)
Subject: (Archive Copy) RE: Thinking of you both
Date: Tuesday, October 30, 2018 4:51:31 PM

Clarissa - Thank you for writing about this matter. We are taking this matter very seriously and as such, we have placed Mr. Pedrini on paid administrative leave while we further investigate this matter. I cannot predict what the outcome of the investigation will be, but I can tell you that I am deeply disturbed by his comments.

Thank you again and it was great to see you on Friday evening!

Best,
Fred

From: Clarissa Rowe [mailto:crowe@brownrowe.com]
Sent: Tuesday, October 30, 2018 3:17 PM
To: Adam Chapdelaine; Fred Ryan
Subject: Thinking of you both

Thank you so much for taking such quick action. Please let me know if there is anything I can do to help you. Clarissa

Clarissa Rowe
Brown, Richardson & Rowe
Landscape Architects and Planners
3 Post Office Square
Boston, Massachusetts 02109
617-542-8552
crowe@brownrowe.com

From: [Fred Ryan](#)
To: [REDACTED]
Cc: achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Re: To whom it may concern:
Date: Monday, October 29, 2018 7:11:12 PM

Thank you for writing to me about this matter. I have not yet read the article. That said, the Massachusetts Police Association does not set policy for or in any way control the conduct of Arlington police officers. The Arlington Police Department holds its police officers to the highest standard of conduct and our commitment to fair and impartial policing has been well documented.

I will look into this matter and circle back with you. Again, thank you for calling this to my attention.

Respectfully,

Chief Fred Ryan

From: toggleming [REDACTED]
To: fryan@town.arlington.ma.us
Cc: achapdelaine@town.arlington.ma.us
Date: Mon, 29 Oct 2018 18:32:23 -0400
Subject: To whom it may concern:

It has been brought to my attention that in Issue 1, Volume 34 (2018) of The Sentinel ([link to the pdf]), Rick Pedrini, Arlington representative on the Massachusetts Police Association has written things that are very distressing. One excerpt:

"I am sick and tired of the social justice warriors telling us how to do our jobs. It's time we forget about "restraint", "measured responses", "procedural justice", "de-escalation", "stigma-reduction", and other feel-good BS that is getting our officers killed. Let's stop lipsynching, please! Let's meet violence with violence and get the job done."

It is horrifying to me that any officer of the law would call for active violence, and disregard the rights and safety that all citizens are entitled to under the law out of sheer annoyance. It is attitudes and views like those quoted above that prevent me from feeling safe around police officers. I have friends that are not white that I constantly worry about because of views such as quoted above. I feel very strongly that these views should absolutely not be tolerated in any job that is a service to the public. I respectfully urge that this be taken seriously, and looked into and dealt with appropriately for the sake and safety of all citizens of Arlington.

Thank you for taking the time to read this. I look forward to your response.